MODERATING EFFECT OF SOCIAL SUPPORT AND TRINGUNA PERSONALITY ON JOB STRESS AMONG PRIVATE SCHOOL TEACHERS.

A SYNOPSIS FOR DOCTORAL RESEARCH

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1. INTRODUCTION

The term "stress" was coined by Hans Selye in 1936, who defined it as "the nonspecific response of the body to any demand for change" in attempting to extrapolate his animal studies to humans so that people would understand what he meant. He redefined stress as "The rate of wear and tear on the body". People who are dependent on others (children's, elders) or who are socially disadvantaged are at greater risk of developing stress related illness.

Job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. Job stress can lead to poor health and even injury. The concept of job stress is often confused with challenge, but these concepts are not the same. Challenge energizes us psychologically and physically, and it motivates us to learn new skills and master our jobs. When a challenge is met, we feel relaxed and satisfied. Thus, challenge is an important ingredient for healthy and productive work. The importance of challenge in our work lives is probably what people are referring to when they say "a little bit of stress is good ". Job is the word to describe something that has to be done; a task: an undertaking requiring unusual exertion; a specific duty, role, or function: a regular remunerative position. Stress is defined as a dynamic condition consisting of a unique set of emotional, intellectual and physiological responses to a stimulus. This stimulus, or stressor as it is commonly called, can be a constraint, a demand, or even an opportunity, which is perceived, be an individual to have a potentially important, though uncertain, outcome.

Recent research in this area has reinforced this perception and begun to identify the specific stressful situations that produce the effects. Mental disorders documented to be associated with job stress include anxiety, depression, and other mood disorders, maladaptive behavioral and life-style patterns, chemical dependencies, alcohol abuse, and sleep disorders. High psychological job demands combined with low work control has recently been shown be researchers to affect smoking habits. Specifically, they found that individuals in higher strain jobs smoked more heavily than those in lower strain job categories. The National Institute of Occupational Safety and Health (NIOSH) favor the view that working conditions play a primary role in causing job stress. According to the NIOSH view, exposure to stressful working conditions can have a direct influence on worker safety and health.

The causes of stress can include any event or occurrence that a person considers a there at to his or her coping strategies or resources. The new economic culture has created more stressful work environments, as seen through the increasing physical and mental tolls on teachers, as well as increasing costs for employers in the way of lost productivity; absenteeism, turnover, and disability leave. Two major effects that have stemmed from these economic changes are known as work intensification and job insecurity. The former refers to the extent to which teachers are being forced to work faster and harder than they have been before, while the latter refers to the subjective feelings about the risk of job loss, as expressed by teachers themselves. These effects of economical changes create the stress among the teachers to sustain in competitive market and continuously perform better.

According to Williams, Michie and Patani (1998) work, following are the key factors of job stress:

- long hours worked, work overload and pressure
- the effects of these on personal lives
- lack of control over work and lack of participation in decision making
- poor social support

Social support is a concept that is generally understood in an in an intuitive sense, as the help from other people in a difficult life situation. Cobb's (1976) definition is considered the first and he defined social support as the individual belief that is cared for and loved, esteemed and valued and belongs to a network of communication and mutual Obligations. Gottlieb (2000) defined social support more broadly as the "process of interaction in relationship which improves coping, esteem, belonging and competence through actual or perceived exchanges of physical or psychological resources."

Social support is considered of several types such as perceived, Appraisal, provided, Information, Emotional and instrumental. These all forms of social support determine individual perception of situations as well as their actor actions towards daily lives events.

Personality constitute of a person has also too important factors that determine his/her uniqueness toward inner and outer world they had. There were a numerous dimensions or characteristics had been described and studied. Our ancient classification of personality constitution had been based on spiritual side and that is defined by trigunas of sattva, Rajas and Tamas. These classifications were based on different physical management, Emotional state, mental state and spiritual levels.

Generally we found that most of our psychological studies were based upon western classifications of personality traits/ types, very few studies were with trigunatamak personality and also upon teachers.

2. REVIEW OF LITRATURE

Job Stress in Teaching Profession

After review of literature we have found that lots of work had been done on the occupational stress of a teacher in a different dimension. In this research we tried to find out the occupational stress among faculty members in education institution or private school and the results showed that the determinants of stress among the administrators are numerous and varied, with compilation of results, time pressures, lack of infrastructure, student's indiscipline and poor pay prospects as very high ranked stressors. It also includes institutional conditions such as large, mixed-ability classes, overwork or uneven distribution of workload, poor communication, unclear expectations and inadequate recognition. Problematic relationships with colleagues can generate other stressors, such as personality conflicts, lack of community spirit, feelings of isolation, lack of support, and limited academic and social interaction with other teachers. Internal causes may include an aggressive, impatient, competitive 'Type A'personality, negative attitude toward students, and in particular, unrealistic self-expectations. Tandon, Mahaur and Gupta (2014) in their work aimed at finding the effect of age and gender on occupational stress among teachers. The sample included 120 teachers teaching in professional colleges situated on NH-2 Agra Mathura highway. Data analysis is done through mean, SD and t-ratio. The results reveal that male teachers experience higher occupational

stress than females. The males in the age group 41-50 experience highest stress among all age groups.

Bhadoria (2013) in her study investigate the job stress among women teachers working in government and private Colleges in Gwalior region in Madhya Pradesh State. The study was carried on Total number of selected 200 women teachers from Government colleges and 200 women teacher from Private College. Data was treated by product moment method of co-relation an (t) ratio. The level of significance was set at .05 levels. The job stress scale of T.R. Paliwal. The finding of the study reveals that there is a significant Job stress differences among women teachers working in Government and private college of Gwalior Division in M.P. State. The level of job stress was found to be high among women teachers working in private college as compared to women teachers working in Government colleges.

Bedi and Sehgal (2012) in their research titled "Gender Differences on Occupational Stress, Ways of Coping and Anxiety among College Teachers" attempted to study the Occupational Stress, Ways of Coping and Anxiety in 250 college teachers (125 males and 125 females) within the age range of 35-45 years from colleges in and around Chandigarh. Results indicated that significant differences emerged between male and female college teachers on Self - control (t=2.47, fm) and State Anxiety (t=2.20,f>m),.

Other Studies have demonstrated the positive relationship between happiness and social competence (Argyle & Lu, 1900), Self-esteem, social skill and co-cooperativeness, satisfaction with social.

Support, coping styles, locus of control schimmack, Schupp, Wagner, 2008; Steel, Schmidt and Shultz, 2008) engagement in a serious leisure activity, Intensity of musical experience,

participation in sports self-actualization and self-satisfaction with life, sociability and self-rated attractiveness.

Wilkinson and Marmot (2003) Found that social support and good social relationship constituted an important state for healthy living among aged persons. Whereas Thomas (2010) suggests that receiving support from others can threaten an older adult's identity and sense of competence, thereby creating a negative relationship between enacted support and well-being.

Thus, review of literature highlighted the importance of social support, personality characteristics and behavior.

Manifestation including passing leisure time modules has important bearings on job-stress of the individual. But the results are inconclusive on one side and scanty of studies in Indian setting, specially taking trigunatmak personality on teachers. Hence, it seems utmost relevant to undertake the problem for study.

3. OBJECTIVES OF THE RESEARCH

The main objective of the research is to find out the moderating effect of social support and trigunatamak personality upon job stress. The other separate objectives are: -

(i) To find out the relationship between social support and job stress.

(ii) To find out the intra-correlations of trigunatamak personality facts.

(iii) To find find out the effect of trigunatamak personality on job stress of private school teachers.

(iv) To find out the combined effect of social support and different facts of trigunatamak personality.

(v) To find out the effects of other biological conditions (Age and Gender) on job stress.

(vi) To find out the moderating effect of rural-urban inhabitation and family structure on job stress.

4. RESEARCH HYPOTHESIS

Actual and exhaustive hypotheses will be framed after careful review of literature. Same factual hypotheses are as under-

(i) There will be no significant correlation between social support and feeling of job stress.

(ii) There will be no significant correlation between social support and trigunatamak personality dimensions.

(iii) High and low receiving social support group of male and female teachers will differ on their job stress.

(iv) Teachers having greater sattivik orientation of personality will show low job stress followed by Rajas and Tamas oriented teacher.

(v) There will be no signification difference between rural-urban respondent's job stress.

(vi) Never age group of teacher will show no significantly low job stress to their older age-group counterparts.

(vii) Organizational differences will be observed no significantly on respondent's job stress.

5. METHODOLOGICAL APPROACH

(i) Sample: -

This research study will be collected on a sample of 240 private school teacher in samastipur district. Respondents will be chosen from different age and area to make sample more representative.

(ii) Measures used: -

(a) **Trigunatamak personality scale:** - Prof. R.R. Tripathi (2015) developed a Hindi version scale to measure the proposed personality variables. Three Gunes – sattva, jajas and tamas. The schedule has three parts, consisting items 49,50 & 37 respectively with five response – alternatives, ranging always (4) to not all (0) each the schedule is widely used. And their simiar scale is widely to be used.

(b) **Social support scale:** - Social support will be measured through Dr. Asthana & Dr. Verma scale of social support. The scale has 35 items, having liker-type 5 response alternatives, ranging strongly agree (5) strongly disagree (1) for positive items and reverse for negative items. And their simiar scale is widely to be used.

(c) **Occupational stress index:** - To measure job stress occupational stress index developed by Srivastava and singh (1984) was used. The scale consisted of forty

six items, each to be rated on five point scale. Out of 46 items. And their simiar scale is widely to be used.

(d) **Personal Information Sheet: -** Will be developed by the Researcher.

6. DATA ANALYSIS OF THIS RESEARCH

Depending on the objective and hypotheses of the proposed research are appropriate statistical analyses will be used to achieve the goals of the present research.

7. TENTATIVE PLAN ON THIS RESEARCH WORK

The following steps of this research work will be used as tentative plan that are as follows: -

(i) Introduction

(ii) Review of literature

(iii) Objectives + Hypothesis

(iv) Research Methodology

(v) Results + Discussion

(vi) Conclusions, suggestions and summary

(vii) References.

N.B: minor changes will be taken during the research work, if needed.

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